



Federal & State Employment Posters for Tennessee Municipalities

This reference list collects the official federal and Tennessee state posters that municipal employers most commonly need to display including the situational posters (Davis-Bacon, Title VI, Service Contract Act) that only apply when a city takes on certain federally funded contracts or programs. Every poster title below is a live link straight to the issuing agency's PDF or page.

This resource was compiled July 2026. Agencies revise posters periodically — always confirm you're posting the current version by following the link through to the issuing agency's page.

Not legal advice. Posting duties depend on your city's workforce size, funding sources, and contract activity — confirm applicability with your city attorney or MTAS consultant before relying on this list.

Federal — Required for (Nearly) All City Employers

These apply regardless of whether they have federal funding or contracts, though a few thresholds still matter (see notes).

Poster (click title to open)	Issuing Agency	Who Must Post / Notes
Know Your Rights Includes Title VII, ADA, ADEA, EPA, GINA, and PWFA Federal · Required	U.S. Equal Employment Opportunity Commission	Requires reasonable accommodations for known limitations related to pregnancy, childbirth, or related medical conditions. Applies to employers with 15+ employees. No standalone poster — satisfied by displaying the current "Know Your Rights" poster above (revised June 27, 2023), which already includes PWFA language. Combines Title VII, ADA, ADEA, EPA, GINA, and PWFA notices. Applies to employers with 15+ employees (20+ for age discrimination coverage) — most city governments qualify.
Fair Labor Standards Act (FLSA) — Federal Minimum Wage Includes the P.U.M.P. Act Federal · Required	U.S. DOL, Wage & Hour Division	Applies to every private, federal, state, and local government employer — including all Tennessee cities, regardless of size. Amends the FLSA to guarantee nursing employees reasonable break time and a private space (not a bathroom) to express breast milk for up to one year after birth. No standalone poster — <i>satisfied by displaying the current FLSA poster above (April 2023 revision or later), which already includes PUMP Act language.</i>
Employee Rights and Responsibilities Under the FMLA Federal · Required	U.S. DOL, Wage & Hour Division	Public agencies — including cities of any size — must post this regardless of employee count; private employers only if they have 50+ employees.
Your Rights Under USERRA Federal · Required	U.S. DOL, Veterans' Employment and Training Service	Uniformed Services Employment and Reemployment Rights Act. Required of every employer, public or private, regardless of size.

Federal — Conditional / Triggered by Contracts or Funding

Only post these when the underlying activity applies — e.g., a federally funded construction project.

Poster (click title to open)	Issuing Agency	Who Must Post / Notes
Davis-Bacon Act — Worker Rights (Form WH-1321) Federal · Conditional	U.S. DOL, Wage & Hour Division	Post at the job site only when a city (or its contractor) is performing federal or federally assisted construction work over \$2,000 — e.g., CDBG, ARPA, or DOT-funded projects.
Service Contract Act / Walsh-Healey Public Contracts Act Federal · Conditional	U.S. DOL, Wage & Hour Division	Applies only where a city holds a covered federal service contract subject to the SCA.
Employee Polygraph Protection Act (EPPA) Federal · Usually Exempt	U.S. DOL, Wage & Hour Division	Covers most private employers. Federal, state, and local government employers — including cities — are generally exempt, but the poster is included here for reference.
OSHA "Job Safety and Health: It's the Law" Federal · See TN Note	Occupational Safety and Health Administration	The federal OSHA poster does not apply directly to political subdivisions of a state. Tennessee cities satisfy this requirement by posting the TOSHA state-plan poster instead (see Tennessee — Required section below).

Federal — Program & Civil Rights Notices (Federal Financial Assistance Recipients)

These aren't employment posters — they're civil-rights notices required of any city department or program that accepts federal financial assistance (grants, CDBG, transit, aging/health programs, federally funded athletics, etc.). They apply department-by-department, the same way Title VI does.

Poster (click title to open)	Issuing Agency	Who Must Post / Notes
Section 504 of the Rehabilitation Act of 1973 TN Dept. of Health combined example ↗ Federal · Program Notice	U.S. HHS Office for Civil Rights (and other federal grantor agencies)	Applies to any city department/program with 15+ employees that receives federal financial assistance. No single mandated poster — satisfied by publishing/posting a written Notice of Nondiscrimination naming a Section 504 coordinator.
Title IX of the Education Amendments of 1972 Federal · Program Notice	U.S. Dept. of Education, Office for Civil Rights	Only applies if a city runs an education, athletics, or related program that receives federal education funding — rare but check parks & rec or youth programs with federal grants. Requires a published notice and a designated Title IX coordinator.

Poster (click title to open)	Issuing Agency	Who Must Post / Notes
Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) Federal · Rare for Cities	U.S. DOL, Office of Federal Contract Compliance Programs (OFCCP)	Applies only if a city holds a covered federal contract/subcontract above the regulatory threshold requiring affirmative action for protected veterans — uncommon for municipalities. OFCCP's federal-contractor poster is currently suspended for revision following the 2025 executive order revoking E.O. 11246 — confirm current status before posting anything.

Tennessee State — Required for All Employers

Issued by the Tennessee Department of Labor & Workforce Development (TDLWD) and the Tennessee Human Rights Commission (THRC).

Poster (click title to open)	Issuing Agency	Who Must Post / Notes
TOSHA Safety and Health Poster Spanish version ↗ Tennessee · Required	TN Dept. of Labor & Workforce Development	"You Have a Right to a Safe and Healthful Workplace." Satisfies OSHA posting obligations for Tennessee employers, including municipalities.
TN Unemployment Insurance Poster Spanish version ↗ Tennessee · Required	TN Dept. of Labor & Workforce Development	Required for all Tennessee employers, including city governments.
Wage Regulation Act — Payday Notice & Child Labor Poster Spanish version ↗ Tennessee · Required	TN Dept. of Labor & Workforce Development	Covers payday notice (T.C.A. § 50-2-101) and Child Labor Act requirements. Must be posted in at least two conspicuous places.
Workers' Compensation Posting Notice Spanish version ↗ Tennessee · Required	TN Bureau of Workers' Compensation	Must be posted in a conspicuous place at the work site at all times.
Discrimination in Employment Poster Tennessee · Required	TN Civil Rights Enforcement Division of the AG Office (formerly Tennessee Human Rights Commission)	Notice under the Tennessee Human Rights Act prohibiting discrimination based on race, color, creed, religion, sex, age, disability, or national origin in employment.

Tennessee State — Conditional / Situational

Depends on federal funding, public accommodations, or facility type.

Poster (click title to open)	Issuing Agency	Who Must Post / Notes
Title VI Notice (Nondiscrimination in Federally Assisted Programs) Tennessee · Conditional	TN Civil Rights Enforcement Division of the AG Office (formerly Tennessee Human Rights Commission)	Required for any city department or program that receives federal financial assistance (CDBG, transit, DOT, HUD, and similar grants) — not tied to employee headcount but routinely bundled into municipal HR/compliance posting packets.

Additional Resources

Tennessee Department of Labor & Workforce Development. [*Required Posters*](#).